

UNITED STATES OF AMERICA  
NATIONAL LABOR RELATIONS BOARD  
CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE	
Case <b>07-CA-255983</b>	Date Filed <b>2-7-2020</b>

**INSTRUCTIONS:**

File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT	
a. Name of Employer Jamjamar, Inc. d/b/a/ McDonald's	b. Tel. No. (b) (6), (b) (7)(C)
	c. Cell No.
	f. Fax No.
d. Address (Street, city, state, and ZIP code) 1000 Mack MI Detroit 48207-_____	e. Employer Representative (b) (6), (b) (7)(C)
	g. e-Mail
	h. Number of workers employed 50
i. Type of Establishment (factory, mine, wholesaler, etc.) Restaurants	j. Identify principal product or service Food Services
k. The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (list subsections) 3 of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are unfair practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.	
2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)  --See additional page--	
3. Full name of party filing charge (if labor organization, give full name, including local name and number) Ashley J. Thomas Title: Service Employees International Union National Fast Food Workers Union	
4a. Address (Street and number, city, state, and ZIP code)  Service Employees International Union National Fast Food Workers Union 11000 W. McNichols Rd. MI Detroit 48221-_____	4b. Tel. No. (313) 919-3078
	4c. Cell No.
	4d. Fax No.
	4e. e-Mail ashley.thomas@thefightfor15.org
5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)	
6. DECLARATION I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief.	
By Megan M. Mockeridge (signature of representative or person making charge)	Megan M. Mockeridge Title: Attorney (Print/type name and title or office, if any)
423 N. Main Street, Suite 200 Address Royal oak MI 48067-_____	02/7/2020 16:18:08 (date)
	Tel. No. (248) 354-9650
	Office, if any, Cell No.
	Fax No. (248) 354-9656
	e-Mail mmockeridge@michworkerlaw.com

**WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)**

**PRIVACY ACT STATEMENT**

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 et seq. The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary; however, failure to supply the information will cause the NLRB to decline to invoke its processes.

## Basis of the Charge

### 8(a)(3)

Within the previous six months, the Employer discharged an employee(s) because the employee(s) joined or supported a labor organization and in order to discourage union activities and/or membership.

Name of employee discharged	Approximate date of discharge
(b) (6), (b) (7)(C)	(b) (6), (b) (7) 2019



UNITED STATES GOVERNMENT  
NATIONAL LABOR RELATIONS BOARD

REGION 7

Patrick V. McNamara Federal Building  
477 Michigan Avenue, Room 05-200  
Detroit, MI 48226

Agency Website: [www.nlr.gov](http://www.nlr.gov)  
Telephone: (313)226-3200  
Fax: (313)226-2090



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Mobile App

February 10, 2020

Ms. Ashley J. Thomas  
Service Employees International Union (SEIU),  
National Fast Food Workers Union (NFFWU)  
11000 West McNichols Road  
Detroit, MI 48221

Re: Jamjomar, Inc. d/b/a/ McDonald's  
Case 07-CA-255983

Dear Ms. Thomas:

The charge that you filed in this case on February 07, 2020 has been docketed as case number 07-CA-255983. This letter tells you how to contact the Board agent who will be investigating the charge, explains your right to be represented, discusses presenting your evidence, and provides a brief explanation of our procedures, including how to submit documents to the NLRB.

**Investigator:** This charge is being investigated by Field Attorney Patricia A. Fedewa whose telephone number is (313)335-8053. If this Board agent is not available, you may contact Supervisory Field Attorney Andrew M. MacEachern whose telephone number is (313)335-8032.

**Right to Representation:** You have the right to be represented by an attorney or other representative in any proceeding before us. If you choose to be represented, your representative must notify us in writing of this fact as soon as possible by completing *Form NLRB-4701, Notice of Appearance*. This form is available on our website, [www.nlr.gov](http://www.nlr.gov), or from an NLRB office upon your request.

If you are contacted by someone about representing you in this case, please be assured that no organization or person seeking your business has any "inside knowledge" or favored relationship with the National Labor Relations Board. Their knowledge regarding this proceeding was only obtained through access to information that must be made available to any member of the public under the Freedom of Information Act.

**Presentation of Your Evidence:** As the party who filed the charge in this case, it is your responsibility to meet with the Board agent to provide a sworn affidavit, or provide other witnesses to provide sworn affidavits, and to provide relevant documents within your possession. Because we seek to resolve labor disputes promptly, you should be ready to promptly present your affidavit(s) and other evidence. If you have not yet scheduled a date and time for the Board agent to take your affidavit, please contact the Board agent to schedule the affidavit(s). If you fail to cooperate in promptly presenting your evidence, your charge may be dismissed without investigation.

**Preservation of all Potential Evidence:** Please be mindful of your obligation to preserve all relevant documents and electronically stored information (ESI) in this case, and to take all steps necessary to avoid the inadvertent loss of information in your possession, custody or control. Relevant information includes, but is not limited to, paper documents and all ESI (e.g. SMS text messages, electronic documents, emails, and any data created by proprietary software tools) related to the above-captioned case.

**Prohibition on Recording Affidavit Interviews:** It is the policy of the General Counsel to prohibit affiants from recording the interview conducted by Board agents when subscribing Agency affidavits. Such recordings may impede the Agency's ability to safeguard the confidentiality of the affidavit itself, protect the privacy of the affiant and potentially compromise the integrity of the Region's investigation.

**Procedures:** Pursuant to Section 102.5 of the Board's Rules and Regulations, parties must submit all documentary evidence, including statements of position, exhibits, sworn statements, and/or other evidence, by electronically submitting (E-Filing) them through the Agency's web site ([www.nlr.gov](http://www.nlr.gov)). You must e-file all documents electronically or provide a written statement explaining why electronic submission is not possible or feasible. Failure to comply with Section 102.5 will result in rejection of your submission. The Region will make its determination on the merits solely based on the evidence properly submitted. All evidence submitted electronically should be in the form in which it is normally used and maintained in the course of business (i.e., native format). Where evidence submitted electronically is not in native format, it should be submitted in a manner that retains the essential functionality of the native format (i.e., in a machine-readable and searchable electronic format). If you have questions about the submission of evidence or expect to deliver a large quantity of electronic records, please promptly contact the Board agent investigating the charge.

If the Agency does not issue a formal complaint in this matter, parties will be notified of the Regional Director's decision by email. Please ensure that the agent handling your case has your current email address.

Information about the Agency, the procedures we follow in unfair labor practice cases and our customer service standards is available on our website, [www.nlr.gov](http://www.nlr.gov) or from an NLRB office upon your request. *NLRB Form 4541, Investigative Procedures* offers information that is helpful to parties involved in an investigation of an unfair labor practice charge.

We can provide assistance for persons with limited English proficiency or disability. Please let us know if you or any of your witnesses would like such assistance.

**Qualifying for Backpay:** We are just beginning to investigate your charge and no decision has been made regarding the merits of your case. However, it is important that employees who might be entitled to backpay because of loss of employment understand their obligation to look for work in order to qualify for backpay if your case has merit. Accordingly, we urge you to promptly provide the Board agent with the names and addresses of all employees who might be entitled to backpay as a result of the charge you filed.

If backpay is due to an employee, the Board requires that the employee offset the backpay by promptly beginning to look for another job in the same or similar line of work. The Board has held that a reasonably diligent employee should begin searching for interim work within 2 weeks after the employee's termination or layoff or a refusal to hire the employee. If an employee cannot establish that he or she actively tried to mitigate his or her losses, the amount of money owed to the employee might be reduced.

Employees who might be owed backpay should keep careful records of when and where they have sought employment and of job search expenses such as mileage, parking, and copying resumes. Specifically, they should keep a record of each time they attempt to find work, including the date, name of the company, name of person with whom they spoke, the position sought, and the response received.

Very truly yours,

A handwritten signature in black ink, appearing to read "Terry Morgan". The signature is fluid and cursive, with a large, sweeping "T" and "M".

Terry Morgan  
Regional Director

cc: Megan M. Mockeridge, Attorney  
McKnight, Canzano, Smith, Radtke &  
Brault, P.C.  
423 North Main Street, Suite 200  
Royal Oak, MI 48067



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Download  
NLRB  
Mobile App

February 10, 2020

(b) (6), (b) (7)(C)

Jamjomar, Inc. d/b/a/ McDonald's  
1000 Mack  
Detroit, MI 48207

Re: Jamjomar, Inc. d/b/a/ McDonald's  
Case 07-CA-255983

Dear (b) (6), (b) (7)(C)

Enclosed is a copy of a charge that has been filed in this case. This letter tells you how to contact the Board agent who will be investigating the charge, explains your right to be represented, discusses presenting your evidence, and provides a brief explanation of our procedures, including how to submit documents to the NLRB.

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**Presentation of Your Evidence:** We seek prompt resolutions of labor disputes. Therefore, I urge you or your representative to submit a complete written account of the facts and a statement of your position with respect to the allegations set forth in the charge as soon as possible. If the Board agent later asks for more evidence, I strongly urge you or your representative to cooperate fully by promptly presenting all evidence relevant to the investigation. In this way, the case can be fully investigated more quickly.

Full and complete cooperation includes providing witnesses to give sworn affidavits to a Board agent, and providing all relevant documentary evidence requested by the Board agent. Sending us your written account of the facts and a statement of your position is not

enough to be considered full and complete cooperation. A refusal to fully cooperate during the investigation might cause a case to be litigated unnecessarily.

In addition, either you or your representative must complete the enclosed Commerce Questionnaire to enable us to determine whether the NLRB has jurisdiction over this dispute. If you recently submitted this information in another case, or if you need assistance completing the form, please contact the Board agent.

We will not honor any request to place limitations on our use of position statements or evidence beyond those prescribed by the Freedom of Information Act and the Federal Records Act. Thus, we will not honor any claim of confidentiality except as provided by Exemption 4 of FOIA, 5 U.S.C. Sec. 552(b)(4), and any material you submit may be introduced as evidence at any hearing before an administrative law judge. We are also required by the Federal Records Act to keep copies of documents gathered in our investigation for some years after a case closes. Further, the Freedom of Information Act may require that we disclose such records in closed cases upon request, unless there is an applicable exemption. Examples of those exemptions are those that protect confidential financial information or personal privacy interests.

**Preservation of all Potential Evidence:** Please be mindful of your obligation to preserve all relevant documents and electronically stored information (ESI) in this case, and to take all steps necessary to avoid the inadvertent loss of information in your possession, custody or control. Relevant information includes, but is not limited to, paper documents and all ESI (e.g. SMS text messages, electronic documents, emails, and any data created by proprietary software tools) related to the above-captioned case.

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February 10, 2020

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We can provide assistance for persons with limited English proficiency or disability. Please let us know if you or any of your witnesses would like such assistance.

Very truly yours,

A handwritten signature in black ink, appearing to read "Terry Morgan". The signature is fluid and cursive, with the first name "Terry" and last name "Morgan" clearly distinguishable.

Terry Morgan  
Regional Director

Enclosures:

1. Copy of Charge
2. Commerce Questionnaire



Patricia A. Fedewa **QUESTIONNAIRE ON COMMERCE INFORMATION**

Please read carefully, answer all applicable items, and return to the NLRB Office. If additional space is required, please add a page and identify item number.

## CASE NAME

Jamjomar, Inc. d/b/a/ McDonald's

## CASE NUMBER

07-CA-255983

**1. EXACT LEGAL TITLE OF ENTITY (As filed with State and/or stated in legal documents forming entity)****2. TYPE OF ENTITY**☐ CORPORATION ☐ LLC ☐ LLP ☐ PARTNERSHIP ☐ SOLE PROPRIETORSHIP ☐ OTHER (Specify )**3. IF A CORPORATION or LLC**A. STATE OF INCORPORATION  
OR FORMATION

B. NAME, ADDRESS, AND RELATIONSHIP (e.g. parent, subsidiary) OF ALL RELATED ENTITIES

**4. IF AN LLC OR ANY TYPE OF PARTNERSHIP, FULL NAME AND ADDRESS OF ALL MEMBERS OR PARTNERS****5. IF A SOLE PROPRIETORSHIP, FULL NAME AND ADDRESS OF PROPRIETOR****6. BRIEFLY DESCRIBE THE NATURE OF YOUR OPERATIONS (Products handled or manufactured, or nature of services performed).****7. A. PRINCIPAL LOCATION:****B. BRANCH LOCATIONS:****8. NUMBER OF PEOPLE PRESENTLY EMPLOYED**

A. Total:

B. At the address involved in this matter:

**9. DURING THE MOST RECENT (Check appropriate box): ☐ CALENDAR YR ☐ 12 MONTHS or ☐ FISCAL YR (FY dates )**A. Did you **provide services** valued in excess of \$50,000 directly to customers outside your State? If no, indicate actual value.  
\$

YES NO

B. If you answered no to 9A, did you **provide services** valued in excess of \$50,000 to customers in your State who purchased goods valued in excess of \$50,000 from directly outside your State? If no, indicate the value of any such services you provided.  
\$C. If you answered no to 9A and 9B, did you **provide services** valued in excess of \$50,000 to public utilities, transit systems, newspapers, health care institutions, broadcasting stations, commercial buildings, educational institutions, or retail concerns? If less than \$50,000, indicate amount. \$D. Did you **sell goods** valued in excess of \$50,000 directly to customers located outside your State? If less than \$50,000, indicate amount. \$E. If you answered no to 9D, did you **sell goods** valued in excess of \$50,000 directly to customers located inside your State who purchased other goods valued in excess of \$50,000 from directly outside your State? If less than \$50,000, indicate amount.  
\$F. Did you **purchase and receive goods** valued in excess of \$50,000 from directly outside your State? If less than \$50,000, indicate amount. \$G. Did you **purchase and receive goods** valued in excess of \$50,000 from enterprises who received the goods directly from points outside your State? If less than \$50,000, indicate amount. \$H. **Gross Revenues** from all sales or performance of services (Check the largest amount)  
☐ \$100,000 ☐ \$250,000 ☐ \$500,000 ☐ \$1,000,000 or more If less than \$100,000, indicate amount.I. Did you **begin operations within the last 12 months?** If yes, specify date: \_\_\_\_\_**10. ARE YOU A MEMBER OF AN ASSOCIATION OR OTHER EMPLOYER GROUP THAT ENGAGES IN COLLECTIVE BARGAINING?**☐ YES ☐ NO (If yes, name and address of association or group).**11. REPRESENTATIVE BEST QUALIFIED TO GIVE FURTHER INFORMATION ABOUT YOUR OPERATIONS**

NAME

TITLE

E-MAIL ADDRESS

TEL. NUMBER

**12. AUTHORIZED REPRESENTATIVE COMPLETING THIS QUESTIONNAIRE**

NAME AND TITLE (Type or Print)

SIGNATURE

E-MAIL ADDRESS

DATE

**PRIVACY ACT STATEMENT**

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 et seq. The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing representation and/or unfair labor practice proceedings and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary. However, failure to supply the information may cause the NLRB to refuse to process any further a representation or unfair labor practice case, or may cause the NLRB to issue you a subpoena and seek enforcement of the subpoena in federal court.

**UNITED STATES OF AMERICA**  
**BEFORE THE NATIONAL LABOR RELATIONS BOARD**

**JAMJOMAR, INC. D/B/A/ MCDONALD'S**

Charged Party

and

**SERVICE EMPLOYEES INTERNATIONAL  
UNION (SEIU), NATIONAL FAST FOOD  
WORKERS UNION (NFFWU)**

Charging Party

**Case 07-CA-255983**

**AFFIDAVIT OF SERVICE OF CHARGE AGAINST EMPLOYER**

I, the undersigned employee of the National Labor Relations Board, state under oath that on February 10, 2020, I served the above-entitled document(s) by post-paid regular mail upon the following persons, addressed to them at the following addresses:

**(b) (6), (b) (7)(C)**  
Jamjomar, Inc. d/b/a/ McDonald's  
1000 Mack  
Detroit, MI 48207

Ms. Ashley J. Thomas  
Service Employees International Union  
(SEIU),  
National Fast Food Workers Union (NFFWU)  
11000 West McNichols Road  
Detroit, MI 48221

Megan M. Mockeridge, Attorney  
McKnight, Canzano, Smith, Radtke & Brault, P.C.  
423 North Main Street, Suite 200  
Royal Oak, MI 48067

February 10, 2020

\_\_\_\_\_  
Date

**Carol A. Koper**, Designated Agent of  
NLRB

\_\_\_\_\_  
Name  
/s/ Carol A. Koper

\_\_\_\_\_  
Signature

## Additional Information in Support of Charge

**Charging Party Name :** Ashley J. Thomas

**Inquiry Number :** (b) (6), (b) (7)(C)

**Date Submitted :** 02/7/2020 16:16:08

Please provide a brief description of the specific conduct involved in your charge. The information you provide may be viewed by the charged party in the event of a formal proceeding, so PLEASE DO NOT GIVE A DETAILED ACCOUNT OF YOUR CHARGE OR A LIST OF POTENTIAL WITNESSES AT THIS TIME. A Board Agent will contact you to obtain this and other detailed information after your charge is docketed. After you submit this E-Filed Charge form, you will receive a confirmation email with an Inquiry Number (Sample Inquiry Number: 1-1234567890) and a link to the E-Filing web page. You may use the link and the Inquiry number provided in the email to e-file any additional documents you wish to present in support of your charge.

### Additional Information Provided:

No information provided.

**REGION 7 – DOCKET SHEET (Charge Against EMPLOYER ☒ UNION ☐)**

<b>Inquiry #</b> 1-2669859561	<b>Case #</b> 07-CA-255983
<b>Method of Receipt:</b>	E-Filed

<b>Assigned To</b>	<b>Supervisor</b>	MACEACHERN	<b>Agent</b>	FEDEWA
--------------------	-------------------	------------	--------------	--------

<b>Dispute Location</b>	<b>City</b>	Detroit	<b>State</b>	MI
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<b>10(j) (Check if Applicable)</b>	<input type="checkbox"/>	<b>*Place check mark in the 10(j) box in the charge action*</b>
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**Bargaining Status (Check One)**

Existing Contract	<input type="checkbox"/>	None	<input type="checkbox"/>
Seeking Initial Contract	<input type="checkbox"/>	Organizational Campaign	<input type="checkbox"/>
Seeking Successor Contract	<input type="checkbox"/>		

<b>No. of 8(a)(3) Discriminatees</b>	1	<b>*** Add Backpay Paragraph by checking the backpay box in the CP docketing template***</b>
<b>Number of 8(b)(2) Distriminatees</b>		
<b>Date Filed (Action Disposition Date)</b>	Feb 7, 2020	<input checked="" type="checkbox"/>

<b>IA Category</b>	2	<b>Due</b>	4/24/20
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<b>Case Research</b>	no prior charges --
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<b>Comments</b>	Does this involve U organizing?
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Section	(CA) Allegations	Apply	Section	(CB) Allegations	Apply
8(a)(1)	Coercive Actions (Surveillance, etc.)		8(b)(1)(A)	Coercion, incl'g Statements and Violence	
	Coercive Rules			Denial of Access	
	Coercive Statements (Threats, Promises of Benefits, etc.)			Discipline (including charges/fines)/Harassment	
	Concerted Activities (Retaliation, Discharge, Discipline)			Duty of Fair Representation, incl'g Superseniority, denial of access	
	Denial of Access			Hiring Halls	
	Discharge of Supervisor (Parker-Robb Chevrolet)			Picketing/Strike Actions	
	Interrogation (including Polling)			Rules: Coercive	
	Lawsuits			Union Dues and/or Membership Related (including excessing fees)	
	Weingarten		8(b)(1)(B)	Fund Contribution Related	
8(a)(2)	Assistance			Lawsuits	
	Domination			Other Allegations	
	Unlawful Recognition			Statements/Threats/Violence	
8(a)(3)	Changes in Terms and Conditions of Employment		8(b)(2)	Hiring Hall Related	
	Discharge (including Layoff and Refusal to Hire (not salting))	X		Lawsuits	
	Discipline			Union Security Related Actions	
	Lockout			Causing Employer to Discriminate/Retaliate	
	Refusal to Consider/Hire Applicant (salting only)				
	Refusal to Hire Majority		8(b)(3)	Failure to Sign Agreement	
	Refusal to Reinstate E'ee/Striker (e.g. Laidlaw)			Refusal to Bargain/Bad Faith or Surface Bargaining	
	Retaliatory Lawsuit			Refusal to Furnish Information	
	Shutdown or Relocate/Subcontract Unit Work			Repudiation/Modification of Contract	
	Union Security Related Actions		8(b)(4)(A)	Lawsuits/Grievances	
8(a)(4)	Changes in Terms and Conditions of Employment			Picketing/Handbilling	
	Discharge (including Layoff and Refusal to Hire)			Statements	
	Discipline				
	Refusal to Reinstate Employee/Striker		8(b)(4)(B)	Lawsuits/Grievances	
	Shutdown or Relocate/Subcontract Unit Work			Picketing/Handbilling	
				Statements	
8(a)(5)	Alter Ego		8(b)(4)(C)	Lawsuits/Grievances	
	Failure to Sign Agreement			Picketing/Handbilling	
	Refusal to Bargain/Bad Faith Bargaining (Incl'g Surface Bargaining/direct dealing)			Statements	
	Refusal to Furnish Information				
	Refusal to Recognize		8(b)(4)(D)	All Allegations	
	Repudiation/Modification of Contract (Sec 8(d)/Unilateral Changes)				
	Shutdown or Relocate (e.g. First National Maint.) Subcontract Work		8(b)(5)	All Allegations	
8(e)	All Allegations against an Employer		8(b)(6)	All Allegations	
			8(b)(7)(A)	All Allegations	
			8(b)(7)(B)	All Allegations	
			8(b)(7)(C)	All Allegations	
			8(e)	All Allegations against a Labor Organization	
			8(g)	All Allegations	

**From:** [Megan Mockeridge](#)  
**To:** [Fedewa, Patricia A.](#)  
**Subject:** RE: McDonalds  
**Date:** Tuesday, February 11, 2020 11:40:46 AM

---

That works, thanks

---

**From:** Fedewa, Patricia A. <Patricia.Fedewa@nlrb.gov>  
**Sent:** Tuesday, February 11, 2020 11:11 AM  
**To:** Megan Mockeridge <mmockeridge@michworkerlaw.com>  
**Subject:** RE: McDonalds

(b) (6), (b) (7)(C)

---

**From:** Megan Mockeridge <mmockeridge@michworkerlaw.com>  
**Sent:** Tuesday, February 11, 2020 11:10 AM  
**To:** Fedewa, Patricia A. <Patricia.Fedewa@nlrb.gov>  
**Subject:** RE: McDonalds

(b) (6), (b) (7)(C) works, thank you so much! Specific time?

---

**From:** Fedewa, Patricia A. <Patricia.Fedewa@nlrb.gov>  
**Sent:** Tuesday, February 11, 2020 10:37 AM  
**To:** Megan Mockeridge <mmockeridge@michworkerlaw.com>  
**Subject:** McDonalds

Hi Megan,

I can be available on (b) (6), (b) (7)(C) as long as the affidavit starts by (b) (6), (b) (7)(C)

If need be, I can do (b) (6), (b) (7)(C) – just had a cancellation.

Thanks,

Patty



2019 @ 11:48 CDT

## Weekly Schedule Report

Page: 1 of 1

Store No. 11236

Date Range: (b) (6), (b) (7)(C) 2019 - (b) (6), (b) (7)(C) 2019

[illegible]

(b) (6), (b) (7)(C)

(b)  
(6),  
(b)  
(7)  
(C)

The material contained herein is business confidential information of SAMTOMAR and may not be used or divulged without the express written permission of MARLA THROWER, unless in communications by non-supervisory conditions and personnel act. Powered by Altametric

weekly Schedule Report

Page: 2

## Weekly Schedule Report

Page 2 of 2

[illegible]

i'mlovin'it®

EMPLOYEE DISCIPLINARY REPORT

JAMJOMAR, INC.

Store Location:

11236

(b) (6), (b) (7)(C)

2019

infraction

Store Manager's Name:

(b) (6), (b) (7)(C)

Manager Preparing Report:

(b) (6), (b) (7)(C)

Employee Name:

(b) (6), (b) (7)(C)

Employee Position:

REASON / OFFENSE:

- |   |  |
|---|--|
| 1. (b) (6), (b) (7) Absence (unexcused / No Call No Show) | 7. (b) (6), (b) (7) Leaving work without approval                  |
| 2. Destruction of Company Property                        | 8. (b) (6), (b) (7) Carelessness                                   |
| 3. Safety Violation                                       | 9. (b) (6), (b) (7) Violation of Company rules (explain below)     |
| 4. Unauthorized use of Company Property                   | 10. (b) (6), (b) (7) Unauthorized use of Company Internet / E-mail |
| 5. Obscene or Abusive Language                            | 11. (b) (6), (b) (7) Other (explain below)                         |
| 6. Insubordination/refusal to comply with directives      |  |

Facts leading to the warning: (Be specific and include previous verbal warnings, detailed explanation of incident, date/time of incident, list any witnesses, explain the rule violated, etc.)

On (b) (6), (b) (7)(C) was schedule to work  
from (b) (6), (b) (7)(C) No call no show

Corrective action taken by Employer: \_\_\_\_\_

Next disciplinary step: (Any similar infractions in the future may lead to further to further disciplinary action, up to and including termination)

Additional Comments: \_\_\_\_\_

Report continues on next page...



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EMPLOYEE DISCIPLINARY REPORT

JAMJOMAR, INC.

Store Location: 11286

(b) (6), (b) (7)(C)

2019  
infraction

Store Manager's Name: (b) (6), (b) (7)(C)

Manager Preparing Report: (b) (6), (b) (7)(C)

Employee Name:

Employee Position:

REASON / OFFENSE:

1. (b) (6), (b) (7)(C) Absence (unexcused / No Call No Show) (b) (6), (b) (7)(C) Leaving work without approval
2. Destruction of Company Property (b) (6), (b) (7)(C) Carelessness
3. Safety Violation (b) (6), (b) (7)(C) Violation of Company rules (explain below)
4. Unauthorized use of Company Property (b) (6), (b) (7)(C) Unauthorized use of Company Internet / E-mail
5. Obscene or Abusive Language (b) (6), (b) (7)(C) Other (explain below)
6. Insubordination/refusal to comply with directives

Facts leading to the warning: (Be specific and include previous verbal warnings, detailed explanation of incident, date/time of incident (list any witnesses, explain the rule violated, etc.)

On (b) (6), (b) (7)(C) was scheduled to work from (b) (6), (b) (7)(C) No call no show

Corrective action taken by Employer: \_\_\_\_\_

Next disciplinary step: (Any similar infractions in the future may lead to further to further disciplinary action, up to and including termination)

Additional Comments: \_\_\_\_\_

Report continues on next page...

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EMPLOYEE DISCIPLINARY REPORT

JAMJOMAR, INC.

(b) (6), (b) (7)(C)

Store Location:

112361

12019  
fraction

Store Manager's Name:

(b) (6), (b) (7)(C)

Manager Preparing

(b) (6), (b) (7)(C)

Employee Name:

Employee Position:

REASON / OFFENSE:

1. (b) (6), (b) (7)(C) absence (unexcused / No Call No Show)  
2. (b) (6), (b) (7)(C) destruction of Company Property  
3. (b) (6), (b) (7)(C) safety Violation  
4. (b) (6), (b) (7)(C) unauthorized use of Company Property  
5. (b) (6), (b) (7)(C) obscene or Abusive Language  
6. (b) (6), (b) (7)(C) subordination/refusal to comply with directives

7. (b) (6), (b) (7)(C) leaving work without approval  
8. (b) (6), (b) (7)(C) tardiness  
9. (b) (6), (b) (7)(C) violation of Company rules (explain below)  
10. (b) (6), (b) (7)(C) Unauthorized use of Company Internet / E-mail  
11. (b) (6), (b) (7)(C) Other (explain below)

Facts leading to the warning: (Be specific and include previous verbal warnings, detailed explanation of incident, date/time of incident, list any witnesses, explain the rule violated, etc.)

On (b) (6), (b) (7)(C) was  
schedule to work from (b) (6), (b) (7)(C) No Call  
No Show.

Corrective action taken by Employer:

Next disciplinary step: (Any similar infractions in the future may lead to further to further disciplinary action, up to and including termination)

Additional Comments:

Report continues on next page...

**CERTIFICATE OF SERVICE**

I, (b) (6), (b) (7)(C), hereby certify that on February 20, 2020, the attached:

Charge Against Employer was hand delivered to the (b) (6), (b) (7)(C) (b) (6), (b) (7)(C)

(b) (6) at 1000 Mack, Detroit, MI 48207

(b) (6), (b) (7)(C)

Dated: February 21, 2020

Subscribed and Sworn to before me  
On February 21, 2020

  
Kara Lynch

KARA LYNCH  
Notary Public Macomb County  
Acting in Oakland County  
My Commission Expires March 20, 2020



United States Government  
**NATIONAL LABOR RELATIONS BOARD**  
**REGION 7**  
477 Michigan Avenue - Room 300  
Detroit, MI 48226-2569

Telephone (313) 226-3200  
FAX (313) 226-2090  
[www.nlrb.gov](http://www.nlrb.gov)

February 21, 2020

**(b) (6), (b) (7)(C)**

Jamjomar, Inc. d/b/a/ McDonald's  
1000 Mack  
Detroit, MI 48207

2808 St. Aubin  
Detroit, MI 48207

**Re: Jamjomar, Inc.**  
**Case 07-CA-255983**

Dear **(b) (6), (b) (7)(C)**:

In order to complete our investigation of the charge, it is requested that you present relevant witnesses for affidavit testimony including **(b) (6), (b) (7)(C)**, along with any other relevant evidence in your possession and/or control. In addition to providing witnesses for affidavit testimony, I invite you to submit a position statement. Please be cautioned, however, that the submission of a position statement alone does not constitute full and complete cooperation in the investigation. I request that you present your evidence by **March 5, 2020**.

Pursuant to Section 102.5 of the Board's Rules and Regulations, parties must submit all documentary evidence, including statements of position, exhibits, sworn statements, and/or other evidence, by electronically submitting (E-Filing) them through the Agency's web site ([www.nlrb.gov](http://www.nlrb.gov)). You must e-file all documents electronically or provide a written statement explaining why electronic submission is not possible or feasible. Failure to comply with Section 102.5 will result in rejection of your submission. The Region will make its determination on the merits solely based on the evidence properly submitted.

Please respond to the allegations in the charge, answer the following questions and provide the requested documents:

1. Why did the Employer discharge (b) (6), (b) (7)(C)? Please provide all documents that the Employer relied upon to discharge (b) (6), (b) (7)(C).
2. Please provide a copy of the posted schedule for the week of (b) (6), (b) (7)(C) 2020.
3. What did (b) (6), (b) (7)(C) and other managers believe (b) (6), (b) (7)(C) was doing from (b) (6), (b) (7)(C) 2019?
4. When and how did managers learn about (b) (6), (b) (7)(C) support of the “Fight for 15” campaign?

Please contact me at (313) 335-8035 or by email at [patricia.fedewa@nlrb.gov](mailto:patricia.fedewa@nlrb.gov) to schedule witnesses and to discuss this matter. Thank you in advance for your cooperation.

Very truly yours,  
Patricia A. Fedewa  
Attorney, Region 7

**From:** [Fedewa, Patricia A.](#)  
**To:** [Megan Mockeridge](#)  
**Subject:** McDonald"s  
**Date:** Friday, April 3, 2020 12:04:00 PM

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Hi Megan,

Do you know what (b) (6), (b) (7)(C) first name is? I know you gave it to me previously, but those notes were left at work. I am making calls on this investigation, and plan to report it next week. Let me know if there are any other facts I should be aware of.

Also, has the "Fight for 15" attempted to do any more organizing or at any time tried to get cards signed at the Mack location? I do not believe so, but am cheking.

Thanks,

Patty  
(313)590-293



**From:** [Fedewa, Patricia A.](#)  
**To:** [John Canzano](#)  
**Subject:** RE: Mcdonald's discharge  
**Date:** Friday, April 17, 2020 5:24:00 PM

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Thank you. Calling (b) (6), (b) (7)(C) now.

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**From:** John Canzano <[jcanzano@michworkerlaw.com](mailto:jcanzano@michworkerlaw.com)>  
**Sent:** Friday, April 17, 2020 5:20 PM  
**To:** Fedewa, Patricia A. <[Patricia.Fedewa@nrlrb.gov](mailto:Patricia.Fedewa@nrlrb.gov)>  
**Subject:** RE: Mcdonald's discharge

Patty, the last phone number we have for (b) (6), (b) (7)(C) is (b) (6), (b) (7)(C). From the lead person, (b) (6), (b) (7)(C) wasn't too happy with us last but u can try and give (b) (6), (b) (7)(C) a call." Last name is (b) (6), (b) (7)(C). First name is (b) (6), (b) (7)(C) which is a new one for me, so I'd suggest staying with (b) (6), (b) (7)(C).

***John R. Canzano***  
***McKnight, Canzano, Smith, Radtke & Brault, P.C***  
***423 N. Main, Suite 200***  
***Royal Oak, MI 48067***  
(248) 354-9650  
(248) 354-9656 (fax)  
Email: [jcanzano@michworkerlaw.com](mailto:jcanzano@michworkerlaw.com)

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**From:** Fedewa, Patricia A. <[Patricia.Fedewa@nrlrb.gov](mailto:Patricia.Fedewa@nrlrb.gov)>  
**Sent:** Friday, April 17, 2020 1:17 PM  
**To:** John Canzano <[jcanzano@michworkerlaw.com](mailto:jcanzano@michworkerlaw.com)>  
**Subject:** RE: Mcdonald's discharge

Thanks John!

This is a discharge where there appears to be a strong Wright Line and perhaps no specific knowledge about CP's plans to go to a Union rally and training. (b) (6), (b) (7)(C) was an (b) (6), (b) (7)(C). (b) (6), (b) (7)(C) is no longer with them. (b) (6), (b) (7)(C) may be able to explain how the manager had knowledge of CP's plans. It is a bit of a long shot.

Feel free to call me to discuss these issues.

Patty  
(313)590-2493

---

**From:** John Canzano <[jcanzano@michworkerlaw.com](mailto:jcanzano@michworkerlaw.com)>  
**Sent:** Friday, April 17, 2020 12:10 PM

**To:** Fedewa, Patricia A. <[Patricia.Fedewa@nlrb.gov](mailto:Patricia.Fedewa@nlrb.gov)>

**Subject:** RE: Mcdonald's discharge

Hi Patty, looks like I might have to reinvent the wheel on this. Who is (b) (6), (b) (7) and what is (b) (6), (b) (7) relationship to the issues here? Just trying to figure out who I need to call and what to tell them to try to find (b) (6), (b) (7) number.

**John R. Canzano**

**McKnight, Canzano, Smith, Radtke & Brault, P.C**

**423 N. Main, Suite 200**

**Royal Oak, MI 48067**

(248) 354-9650

(248) 354-9656 (fax)

Email: [jcanzano@michworkerlaw.com](mailto:jcanzano@michworkerlaw.com)

---

**From:** Fedewa, Patricia A. <[Patricia.Fedewa@nlrb.gov](mailto:Patricia.Fedewa@nlrb.gov)>

**Sent:** Wednesday, April 15, 2020 5:19 PM

**To:** John Canzano <[jcanzano@michworkerlaw.com](mailto:jcanzano@michworkerlaw.com)>

**Subject:** RE: Mcdonald's discharge

Thanks!

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**From:** John Canzano <[jcanzano@michworkerlaw.com](mailto:jcanzano@michworkerlaw.com)>

**Sent:** Wednesday, April 15, 2020 3:45 PM

**To:** Fedewa, Patricia A. <[Patricia.Fedewa@nlrb.gov](mailto:Patricia.Fedewa@nlrb.gov)>

**Subject:** RE: Mcdonald's discharge

Not yet, still working on it.

**John R. Canzano**

**McKnight, Canzano, Smith, Radtke & Brault, P.C**

**423 N. Main, Suite 200**

**Royal Oak, MI 48067**

(248) 354-9650

(248) 354-9656 (fax)

Email: [jcanzano@michworkerlaw.com](mailto:jcanzano@michworkerlaw.com)

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**From:** Fedewa, Patricia A. <[Patricia.Fedewa@nlrb.gov](mailto:Patricia.Fedewa@nlrb.gov)>

**Sent:** Wednesday, April 15, 2020 3:07 PM

**To:** John Canzano <[jcanzano@michworkerlaw.com](mailto:jcanzano@michworkerlaw.com)>



**Subject:** Mcdonald's discharge

Hi John were you able to get me (b) (6), (b) (7)(C) name and/or phone number?

Thanks,

patty

Case Name: Jamjomar, Inc. d/b/a/ McDonald's  
Case No.: 07-CA-255983  
Agent: Fedewa

**CASEHANDLING LOG**

Date	Person Contacted	Method of Contact	Description of Contact or Activity
2/11	Megan	phone	Megan said that (b) (5), (b) (6), (b) (7)(C) I asked for documents to be efiled ahead of time.
2/19	Megan	At office	At 9:30am, Megan was here. (b) (5), (b) (6), (b) (7)(C)
4/17	Canzano	phone	Canzano said that he should be able to get me an answer by Monday.
4/17	(b) (5), (b) (7)(C)	phone	(b) (5), (b) (6), (b) (7)(C)



UNITED STATES GOVERNMENT  
NATIONAL LABOR RELATIONS BOARD

REGION 7  
Patrick V. McNamara Federal Building  
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Detroit, MI 48226

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Telephone: (313)226-3200  
Fax: (313)226-2090

April 27, 2020

Thomas Schramm, Esq.  
Starr, Butler, Alexopoulos & Stoner, PLLC  
20700 Civic Center Dr, Suite 290  
Southfield, MI 48076-4133

Re: Jamjomar, Inc. d/b/a/ McDonald's  
Case 07-CA-255983

Dear Mr. Schramm:

This is to advise you that I have approved the withdrawal of the charge in the above matter.

Very truly yours,

Terry Morgan  
Regional Director

PAF/jm

cc: Ashley J. Thomas  
Service Employees International Union  
(SEIU), National Fast Food Workers  
Union (NFFWU)  
11000 West McNichols Road  
Detroit, MI 48221

Megan M. Mockeridge, Attorney  
McKnight, Canzano, Smith, Radtke  
& Brault, P.C.  
423 North Main Street, Suite 200  
Royal Oak, MI 48067

**(b) (6), (b) (7)(C)**

Jamjomar, Inc. d/b/a/ McDonald's  
1000 Mack  
Detroit, MI 48207